



*Information and Technology for Better Decision Making*

# ***The Progress of Women in the Department of Defense***

*Prepared for the:*

**35th Annual Federally Employed Women  
National Training Program DoD Forum**

*Presented by:*

**Tara Devlin**

*IT Analyst – Project Manager  
Defense Manpower Data Center*

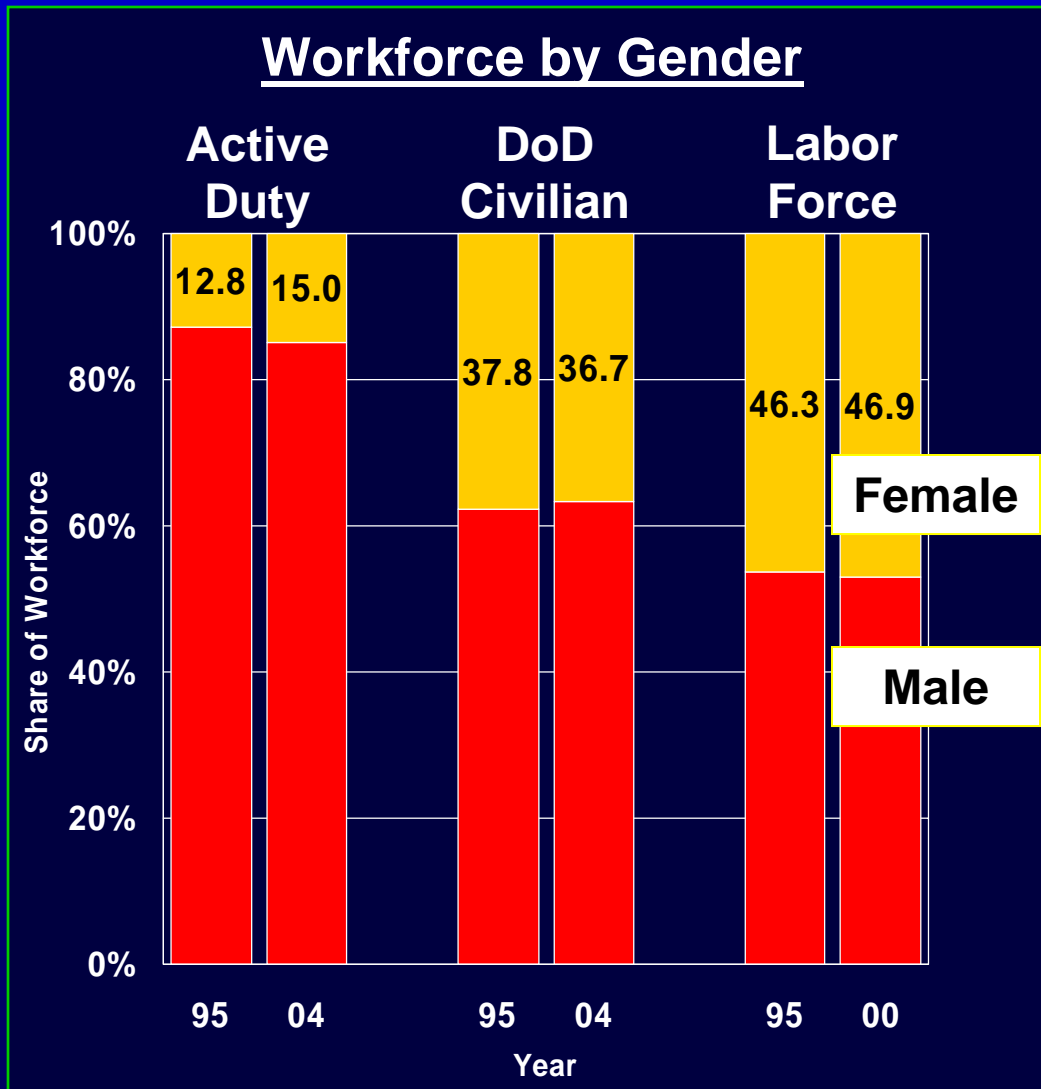


**JULY 2004**

# Introduction

- Women in the Department of Defense (DoD) workforce
  - Active Duty (Officer and Enlisted) and DoD Civilian populations
    - Compared to Active Duty and DoD Civilian males
    - Compared to females in the U.S. Labor Force (defined as employed persons 18 yrs and over)
  - Trend Analysis
    - DoD: FY 1995 to March 2004
    - U.S. Labor Force: 1995 to 2000
  - Key Comparisons
    - End strength, race-ethnic composition, education levels, occupational distributions and leadership profiles
- Data Sources
  - DMDC file extracts
  - U.S. Census Bureau: Census 2000 reports

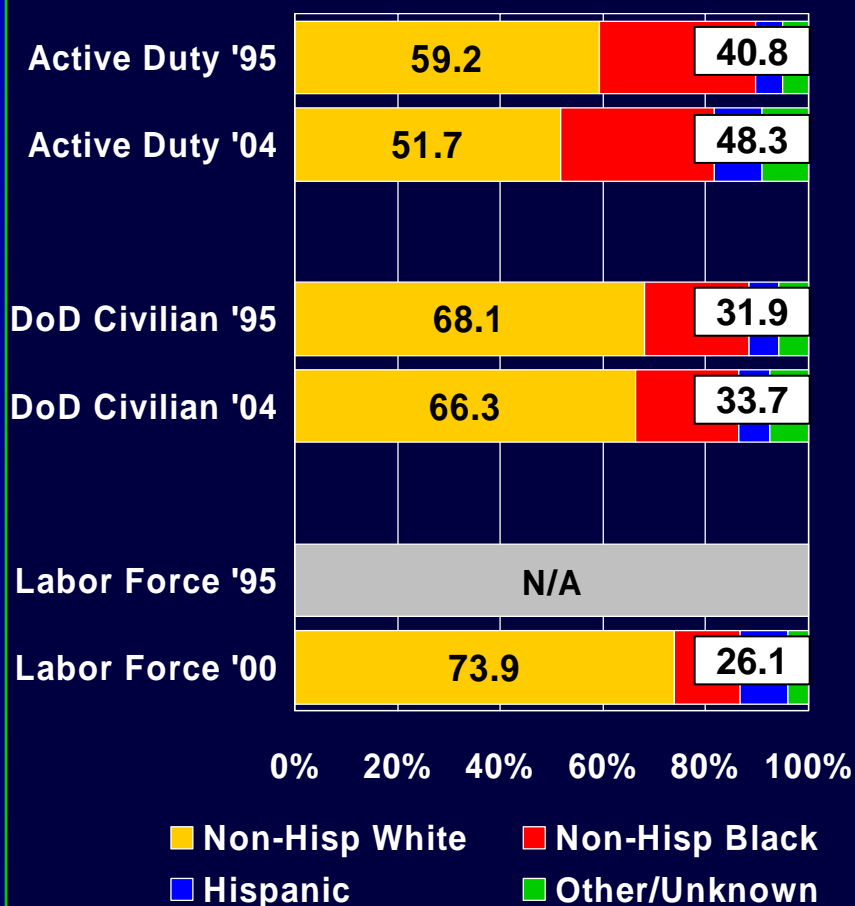
# Women in the DoD Workforce



- Female share of the Active Duty military rose 2 points to 15%.
- Women comprise almost two-fifths of the DoD civilian workforce.
- Nearly half of the employed U.S. labor force is female.

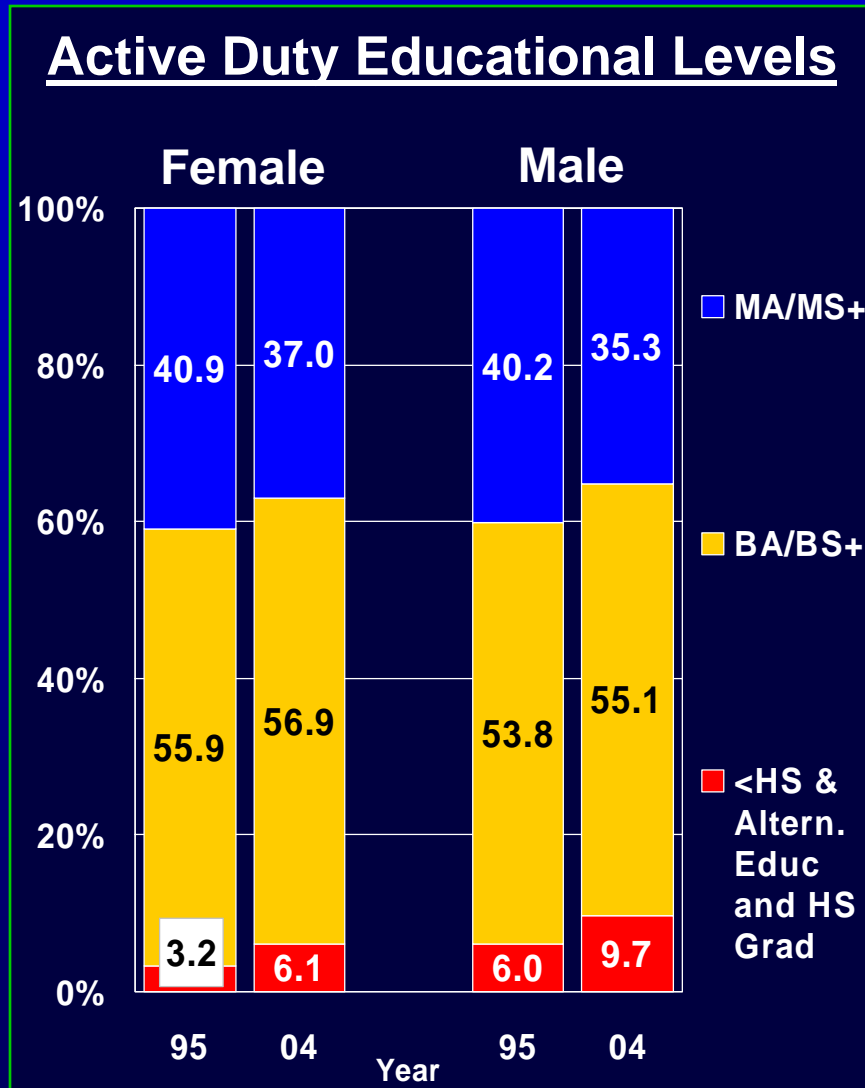
# Female Race-Ethnic Composition

## Race-Ethnicity: DoD Women vs. U.S. Labor Force Females\*



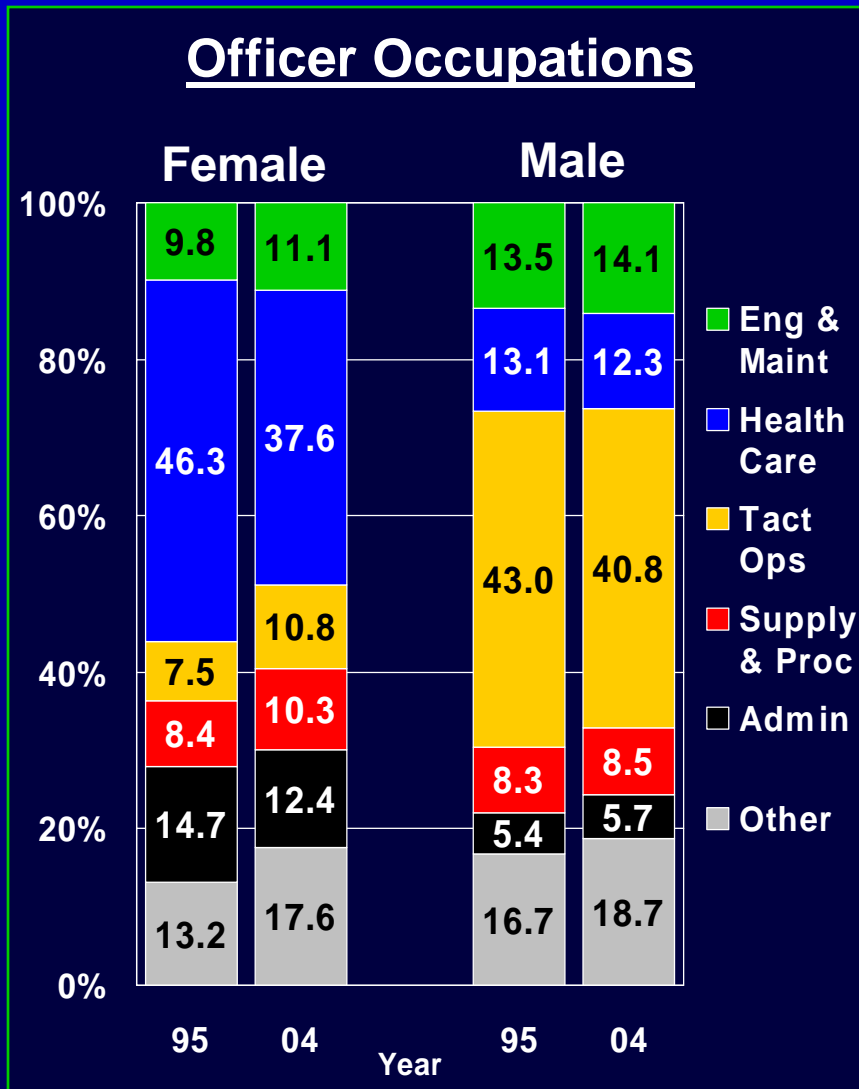
- The female Active Duty force is more diverse than the female DoD Civilian and U.S. Labor forces.
- Today, almost half of Active Duty women, one-third of Civilian women and just over a quarter of females in the U.S. Labor Force are non-White.

# Active Duty Officer Educational Attainment



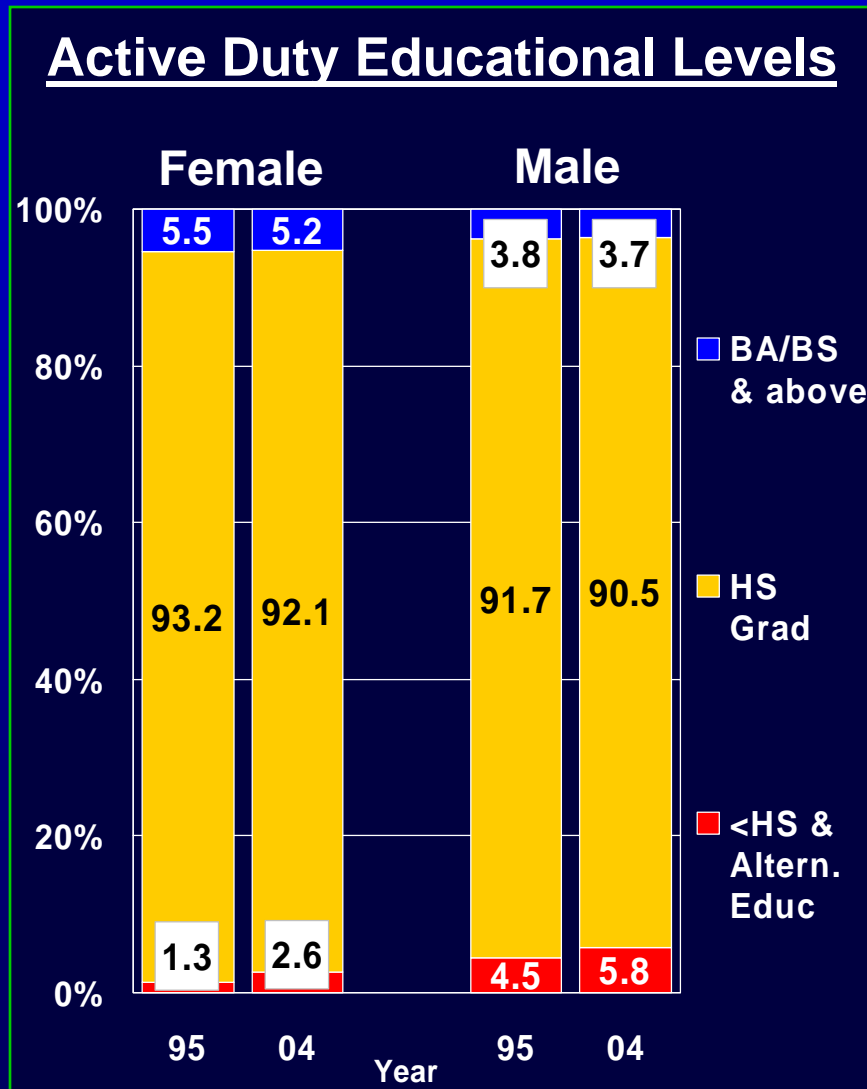
- Female Officers are better educated than their male counterparts.
  - 94% of females vs. 90% of males in 2004 have a Bachelor's degree or above.
- The proportion of female and male Officers with high school diplomas, alternative education and less than a high school education has grown.

# Active Duty Officer Occupations



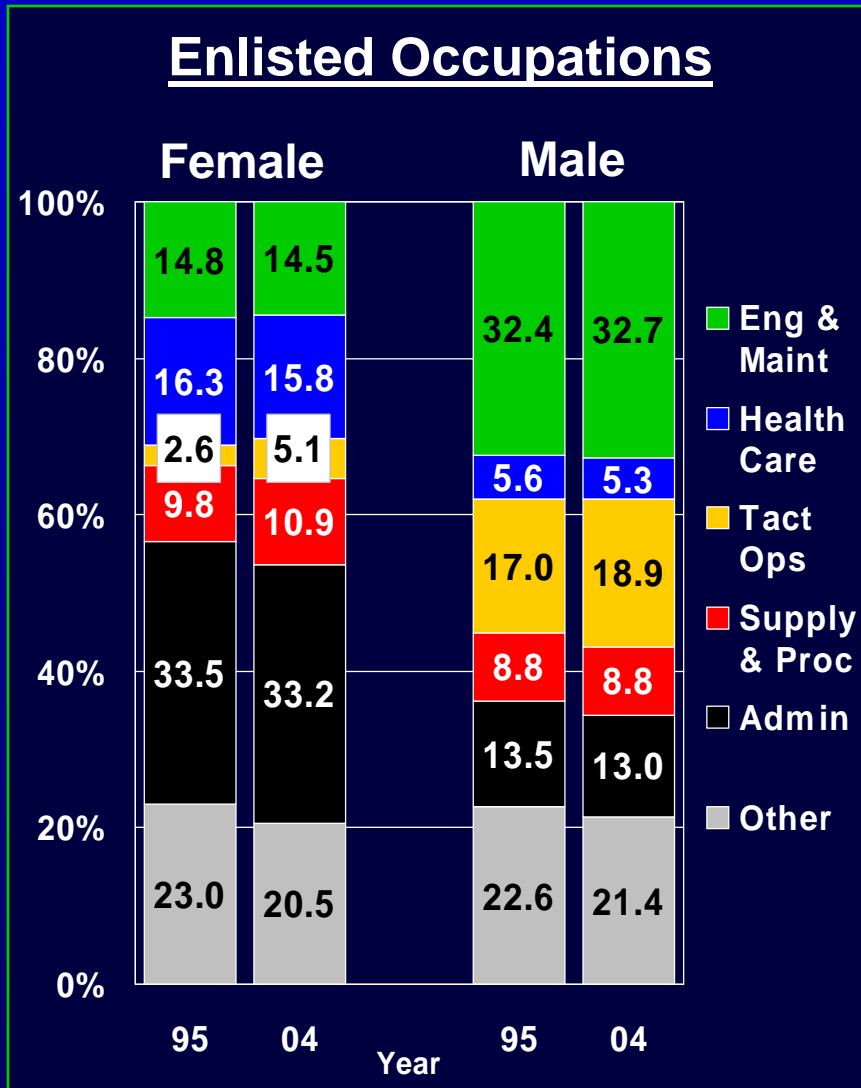
- In 2004, almost two-fifths of female Officers in Health Care field.
  - Fell from nearly half in 1995.
- There has been an increase in the share of women in Eng & Maint, Tactical Ops, Supply & Proc and Other fields.
- The percent of women in Admin jobs has decreased.

# Active Duty Enlisted Educational Attainment



- Enlisted women attain higher levels of education than Enlisted men.
  - 97% of females and 94% of men have a high school degree or above.
  - Women have half again the percentage of Bachelor's degrees and higher compared to the men.
    - 5.2% for females vs. 3.7% for males in 2004

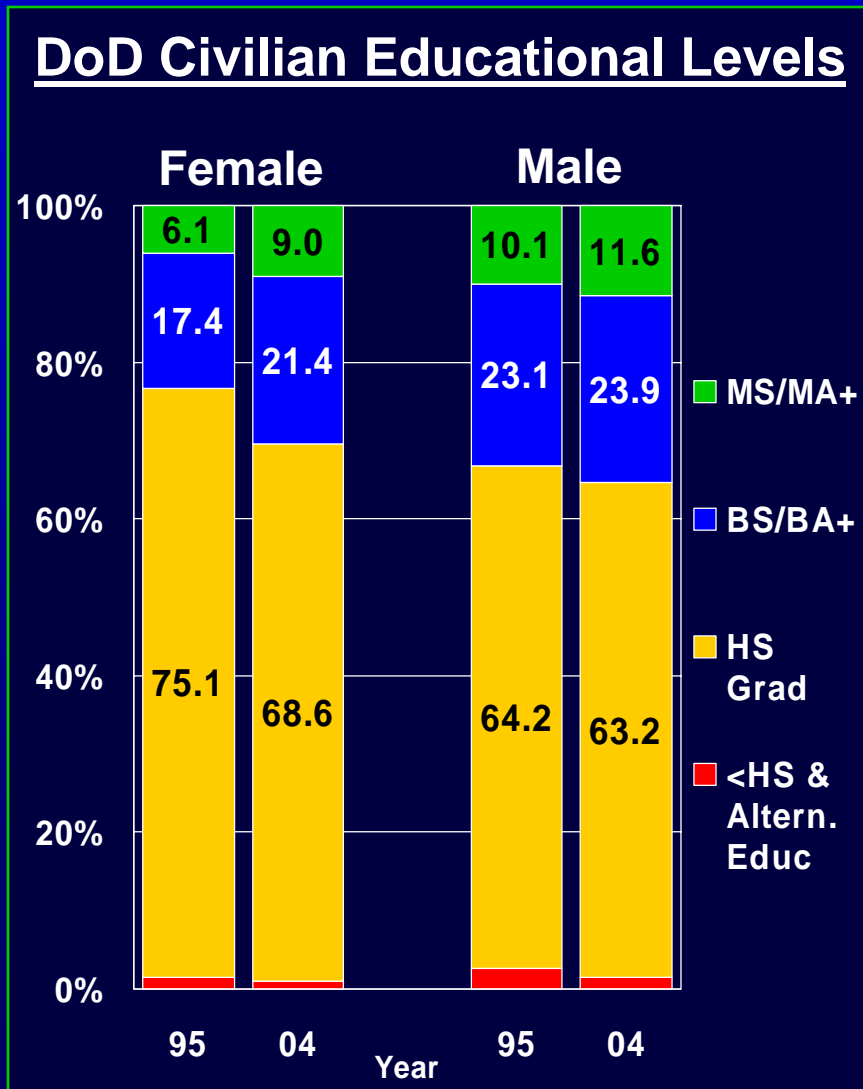
# Active Duty Enlisted Occupations



- One-third of Enlisted females in Admin positions.
- Nearly another third of women in Health Care and Engineering & Maint fields.
- Between 1995 and 2004, female Tactical Ops force almost doubled, while the Supply & Procurement population grew by 11%.

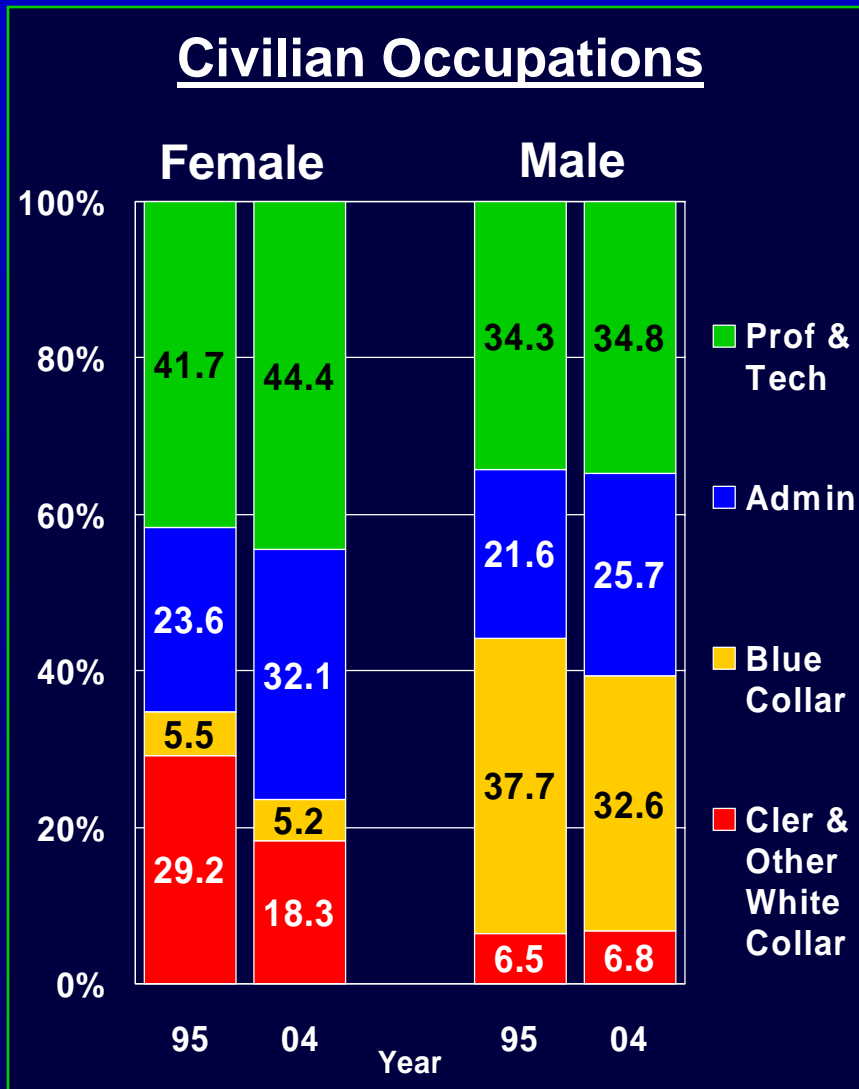


# DoD Civilian Educational Attainment



- DoD Civilian women demonstrate increasing educational qualifications.
  - Proportion of women who earned a Bachelor's degree or higher rose by 30% during 9-year period.
    - 23% in '95 to 30% in '04
  - Nearly 50% more Civilian women have Master's degrees or above in 2004.

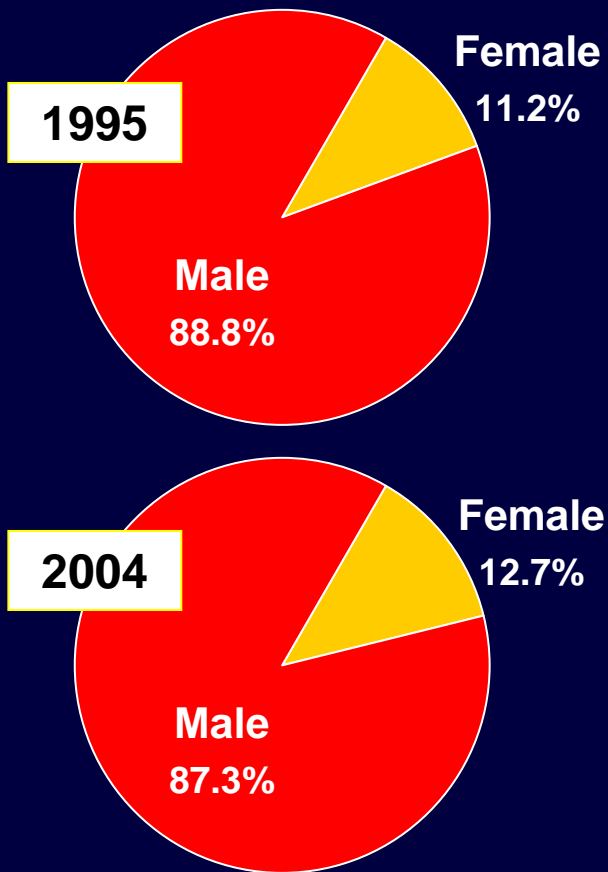
# DoD Civilian Occupations



- Over two-fifths of female DoD civilians work in Professional and Technical occupations.
- Female share in Administrative field increased to a third of the total female population.
- Female share in Blue Collar and Clerical & Other White Collar jobs declining.

# Active Duty Officer Leaders

## Active Duty O4s & Above Gender Comparison



- Between 1995 and 2004, female Field Grade and Flag Officers (O4+) experienced a:
  - Net growth of 12.3%, ending at 10.8K persons.
  - Proportional increase of over 13%.
- During this same period, male Field Grade and Flag Officers experienced net and proportional decreases.

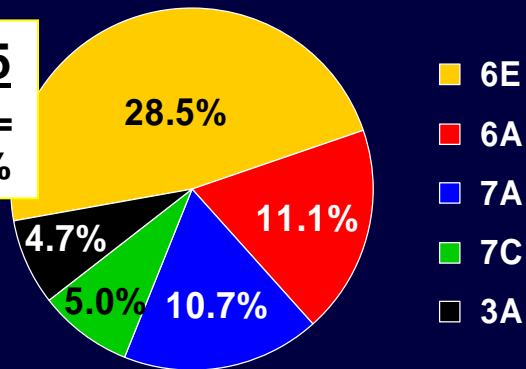
# Top 5 Occupations – Female O4s & Above

## Top 5 Occupations\*

Percentages Shown are Share of Total Fem O4+ Population

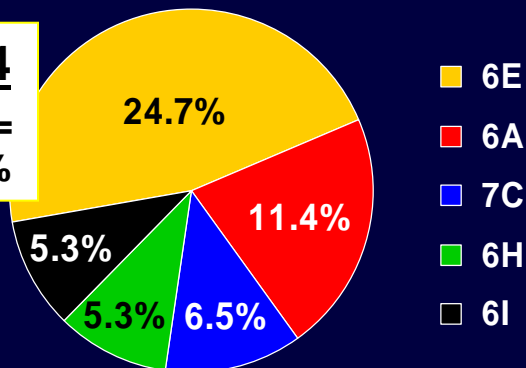
**1995**

Total=  
60.1%



**2004**

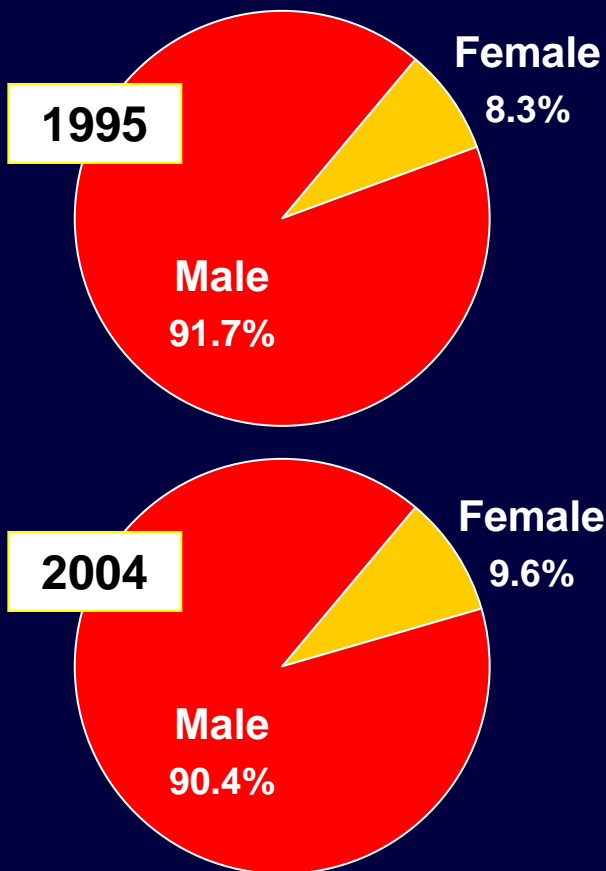
Total=  
53.2%



- Top five occupations\* of female Field Grade and Flag Officers in 2004:
  1. Nurses (6E)
  2. Physicians (6A)
  3. Manpower & Personnel (7C)
  4. Biomedical Sciences & Allied Health Officers (6H)
  5. Health Services Administration Officers (6I)

# Active Duty Enlisted Leaders

## Active Duty E07s – E09s Gender Comparison



- During this nine-year span, Senior Enlisted (E07-E09) women increased:
  - In net population by 5.1%, ending at 13.2K persons.
  - Over 15% proportionally.
- Senior Enlisted men decreased proportionally as well as in net population during the same period.

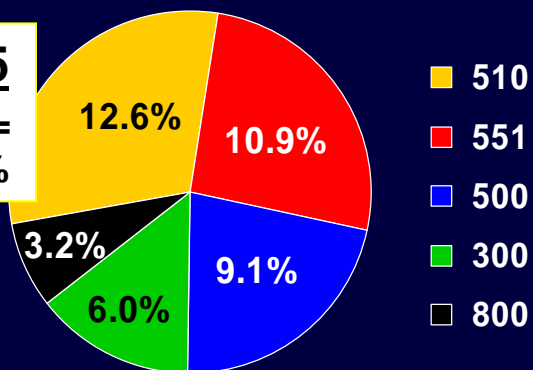
# Top 5 Occupations – Female E07s & Above

## Top 5 Occupations\*

Percentages Shown are Share of Total Fem E07+ Population

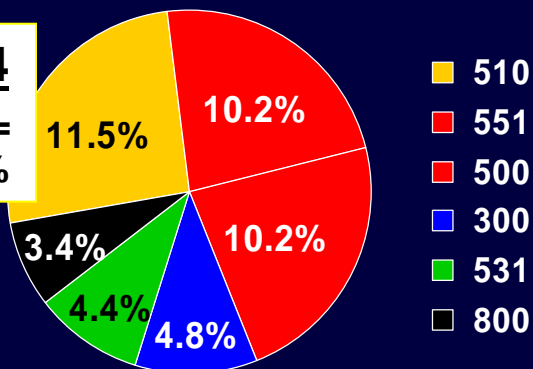
**1995**

Total=  
41.7%



**2004**

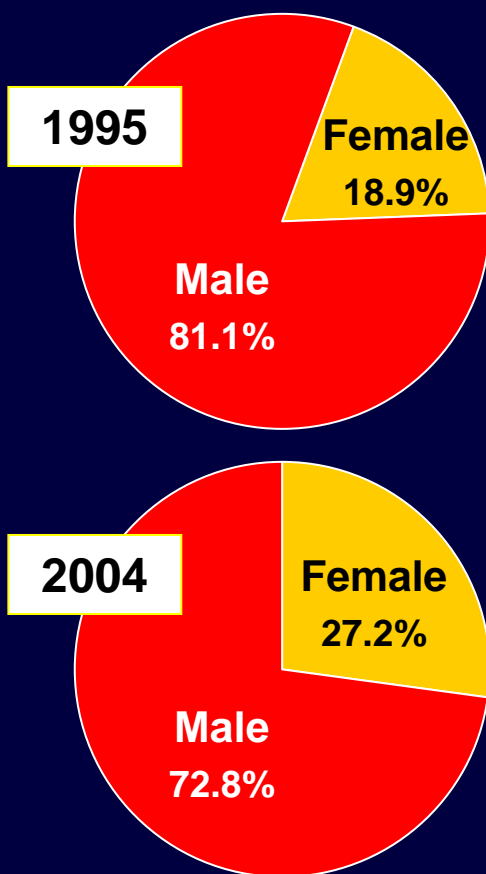
Total=  
44.4%



- Top five occupations\* of female Senior Enlisted in 2004:
  1. General Administration (510)
  2. Supply Administration (551) & General Personnel (500)
  3. General Medical Care & Treatment (300)
  4. Operators/Analysts (531)
  5. General Food Service (800)

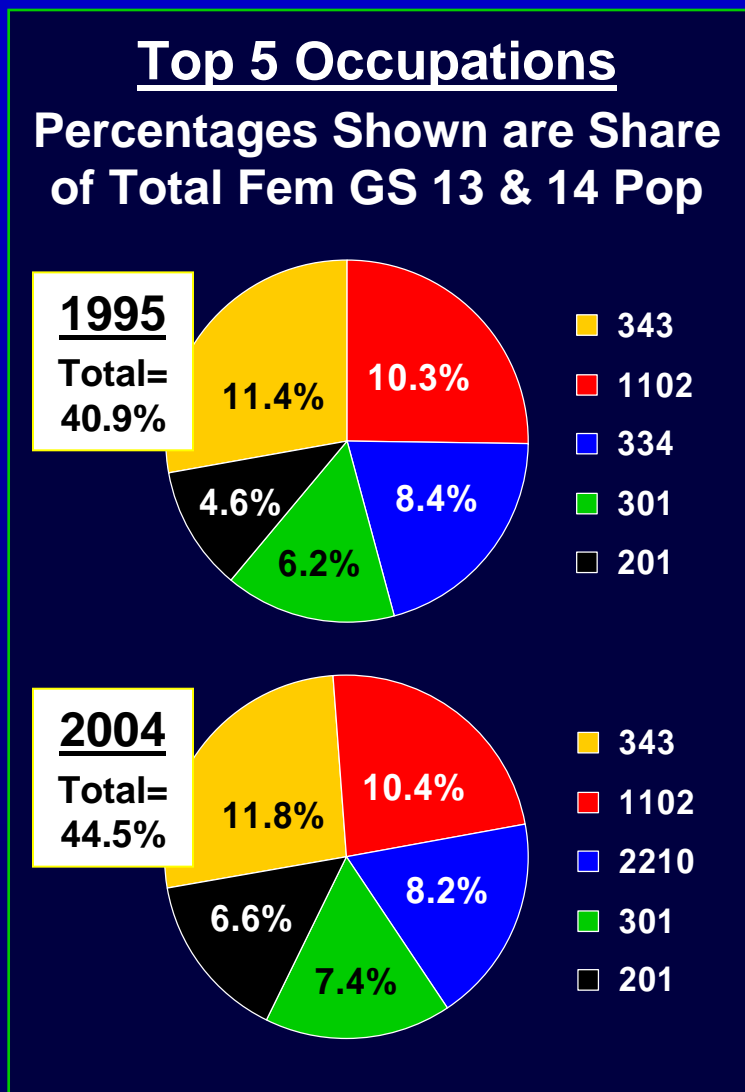
# DoD Civilian Leaders

## GS 13 – 15 & SES Gender Comparison



- Female share in Civilian leadership pay grades has increased 44% to over a quarter of the senior level Civilian workforce.
  - Proportionally, 40% more women fill GS 13 and 14 positions and 80% more women fill GS 15 and SES roles today.

# Top 5 Occupations – Female GS 13 & 14



- Top five occupations of GS 13 & 14 women:
  1. Management & Program Analysis (343)
  2. Contract Specialist (1102)
  3. Information Technology Management (2210), formerly Computer Specialist (334)
  4. Misc. Administration & Program Management (301)
  5. Human Resources Management (201)



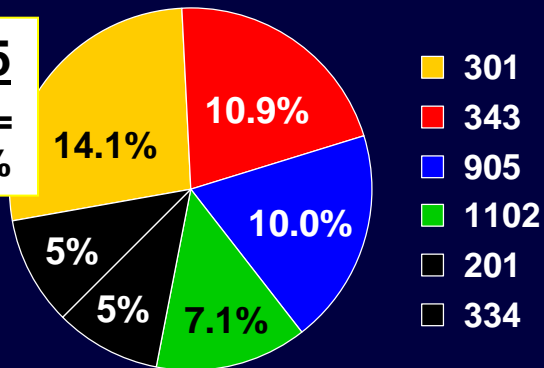
# Top 5 Occupations – Female GS 15 & SES

## Top 5 Occupations

Percentages Shown are Share of Total Fem GS 15 & SES Pop

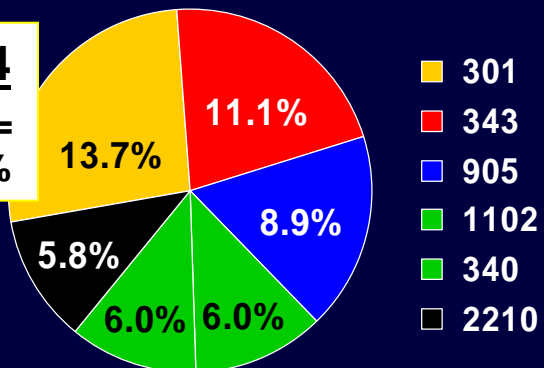
**1995**

Total=  
52.1%



**2004**

Total=  
51.5%



- Top five occupations of GS 15 and SES women in 2004:
  1. Misc. Administration & Program Management (301)
  2. Management & Program Analysis (343)
  3. General Attorney (905)
  4. Contract Specialist (1102) & Program Management (340)
  5. Information Technology Management (2210)

# Summary

- Women constitute nearly one-sixth of the Active Duty force and almost two-fifths of the DoD Civilian population.
- The female DoD workforce is more race-ethnically diverse than the comparable female U.S. Labor Force.
- Active Duty women earn a higher proportion of advanced degrees than their male counterparts.
- Females in the DoD Civilian workforce are becoming more educated...30% have Bachelor's degrees or above in 2004, compared to 23% in 1995.
- An increasing proportion of senior level Active Duty and DoD Civilian positions are being filled by women.

# Thank You

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